



Council

Date and time	Thursday 10 July 2003 at 4.30 pm
Place	The Senate Room, Administration Building
Present	Dame Yvonne Moores (<i>in the Chair</i>), Ms W C Allanach, Ms H Chadwick, Professor P J Curran, Dr S Duckworth, Mr C Gordon, Professor P J Gregson, Professor A P Hamlin, Professor J K Hammond, Mr A J Jukes, Professor Dame Jill Macleod Clark, Professor K E McLuskie, Dr A E Mitchell, Mr B Purkiss, Dr M P Read, Professor H S Roe, Mr T Rowlandson*, Professor A F Rutherford, Dr B G Smith, Professor W A Wakeham, Mr A J Walker, Professor A A Wheeler and Mr G Whitehead
By invitation	Professor M J Arthur, Mr B Hudson* and Mr J Walsh*
With	The Secretary and Registrar, Acting Academic Registrar, Assistant Director (Commissioning) of Estates and Buildings, Director of External Relations, Director of Finance, Director of Human Resources, Director of Planning, Mr O A Slater (for Item 76.1 and 76.3) and Ms C J Gamble

(* Members not present for the Restricted Section of the Agenda.)

Welcome

Dame Yvonne welcomed to the meeting Mr Ben Hudson and Mr Jonathan Walsh, the recently elected representatives of the Students' Union for the year 2003/04, Mr Bob Purkiss, who was attending his first meeting of Council, and Professor Michael Arthur, an observer.

62 Obituary

Dame Yvonne announced with regret the death of the following students, staff and former members of staff of the University and asked Council to stand as a mark of respect:

Peter Lewis, PhD student in Chemistry: 10 May 2003;

Professor John Roberts, Vice-Chancellor (1979-85): 30 May 2003;

Roderick Urquhart, Secretary and Registrar (1966-78): 1 June 2003;

Mrs Dawn Scammell, Business Services: 2 June 2003;

Sir John Fairclough, Member of Council (1983-88 and 1995-98) and Vice-Chair of Council (1996-2001): 5 June 2003;

Ian Lawrence, Estates and Buildings Department (Winchester School of Art): 9 June 2003.

63 **Standing Orders of Council** (Agendum 2)

Received A copy of the Standing Orders for the academic session 2002-2003, dated December 2002.

The Secretary and Registrar presented the paper, explaining that an amendment was required to Standing Order 37 because of changes in the titles of staff within Professional Services. The Director of Student Services and the Head of Legal Services would replace, respectively, the Academic Registrar and the Director of Corporate Services as one of the officers who were authorized to sign documents sealed with the Common Seal of the University. He invited Council to approve the minor modification to Standing Order 37.

Resolved That the amendments to Standing Order 37 of Council be approved.

64 **Minutes (unrestricted) of the meeting held on 3 April 2003**

Resolved That the Minutes (unrestricted) of the meeting held on 3 April 2003 be approved and signed.

65 **Matters arising**

There were no matters arising from the Unrestricted Minutes of the meeting held on 3 April 2003.

66 **The Vice-Chancellor's report**

Change management

The Vice-Chancellor thanked all staff who had been involved, either directly or indirectly, with the change management process for their hard work and dedication to the task. He invited Council to approve a request to grant all University staff an extra day's holiday at Christmas to thank everyone for their contribution to the management of change. The suggested day was Wednesday, 24 December 2003.

Council endorsed the proposal and conveyed their thanks to all members of staff.

University Estate

Sports Centre

The new Sports Centre would officially be opened by the Minister for Sport, the Rt Hon Richard Caborn MP of the Department of Culture, Media and Sport on Wednesday, 18 February 2004. It was likely that the swimming pool would not be

completed by February and would be opened at a later date. All members of Council would receive an invitation to the event.

University Road

The traffic restrictions on University Road had had to be introduced because Transco, the authority responsible for gas utilities, had wished to replace the gas main running down the length of University Road. It was expected that the work would be completed by the beginning of September.

Local Strategic Partnership

The Southampton City Council had been required to prepare a Community Strategy, in conjunction with the principal stakeholders in the city, as part of the Local Strategic Partnership. A draft Community Strategy had been drawn up which was currently out for consultation until mid-September.

The University had produced a submission in consultation with Southampton Institute, detailing views on education, enterprise and employment. The Vice-Chancellor encouraged members to consult the document which was available online at www.southampton-partnership.com.

Russell Group

The Russell Group planned to appoint an Executive Director as part of plans to raise its profile in political circles. The Vice-Chancellor believed that the Group would develop its own policy initiatives while remaining a member of Universities UK. A new Chair had been appointed: Professor Michael Sterling, Vice-Chancellor of the University of Birmingham.

DTI Consultative Paper on the Dual Support System

Professor Gregson would take the lead on this and would put together the necessary team to produce a draft response for consideration.

The Lambert Review

A member of the Lambert Team would visit the University on 25 July 2003 to discuss largely management and government issues with senior officers of the University.

Research and teaching

The Microelectronics Group in the Department of Electronics and Computer Science had been awarded a grant of £4.2m from the Engineering and Physical Sciences Research Council for the Silicon Fabrication Facility.

The Ministry of Defence had announced in May 2003 the formation of the first National Defence Technology (Research) Centre. Professor Chris Harris of the Department of Electronics and Computer Science had been appointed the Director of

the Centre. It would bring together world-class university research groups and UK companies in a virtual research environment for resolving critical defence issues.

The Departments of Archaeology and Psychology had been awarded a grant of £1m by the British Academy to explore the evidence of mankind's earliest origins and to investigate in evolutionary terms how and when hominid brains became human minds. The project would be carried out in collaboration with colleagues at the University of Liverpool.

The School of Modern Languages had created a Centre for Transnational Studies. It was the public face and research catalyst for a larger project whose centre-piece was a new four-year taught programme, an MA/PhD in Transnational Studies. The Centre's programme of activities of lectures, seminars and conferences had been launched in June with a public lecture.

The Arts and Humanities Research Board had awarded the Department of Music approximately £1m to set up a Research Centre for the History and Analysis of Recorded Music. Professor Cook of the Department would work in collaboration with colleagues at King's College London, Royal Holloway, University of London and the University of Sheffield.

The DfES had announced that the Research and Graduate School of Education was the preferred bidder for funding for a Regional Centre for Science Learning for the South East of England. In principle contract negotiations were under way and it was expected that they would be completed by the end of September.

Resolved That, in recognition of the contribution made by all staff to the management of change, an additional day's leave be granted to all on 24 December 2003.

67 **Report from the President of the Students' Union** (Agendum 6)

Received The report from the President of the Students' Union.

Mr Rowlandson presented his last report to Council. He drew attention to two large-scale surveys which had recently been undertaken: the first had provided the basis of the Union's submission to the University's Self-Evaluation Document in readiness for the Institutional Audit this year by the Quality Assurance Agency; and the second had focused on discovering students' views of the Union and the services it provided. Two particular points had emerged from this investigation, namely that the facilities for the performing arts should be enhanced and sports coaching in some areas was falling short of what was required for the Athletic Union to be successful. In response to these findings, the Union had agreed to fund the improvement of one of the Lecture Theatres used by performing arts groups and to set up a scheme to assist in the development of key sports.

The success of the Student Community Action Group had been celebrated during the summer term. An awards ceremony had been held at the Highfield Campus to acknowledge the hard work of all those who had been involved in the projects run in local schools, hospitals and community centres.

Concluding his report, Mr Rowlandson thanked the sabbatical team and the members of Council for their support of the Students' Union during the year.

- Resolved** (i) That the report be noted.
- (ii) That Council record its thanks to Mr Rowlandson for his work as President of the Students' Union during the 2002/2003 session.

68 **Financial monitoring statement 2002/03** (Agendum 11)

Received The financial monitoring statement for the year ending 31 July 2003.

The Director of Finance presented the financial monitoring statement, stating that the figures presented a similar picture to those set out in the last statement to Council in April. There were no unexpected variances to report. He referred to Table 1 which presented the forecast out-turn and explained that the figures reflected the total University economy. The overall deficit shown in the statement amounted to approximately £750k but some £950k of budgetary group expenditure would be capitalized in the final accounts. The Director of Finance said that, overall, the picture was therefore optimistic and he expected to report a better than break-even position at year end.

Dr Read asked whether the level of capitalization was reasonable. Was the cost of maintaining and renewing the University's infrastructure set at a realistic level in the long-term? The Director of Finance said that, in his view, the consolidated accounts detailed sufficiently the level of depreciation and provided for long-term maintenance.

Resolved That the financial monitoring statement be noted.

69 **Financial forecasts to the Higher Education Funding Council for England (HEFCE)** (Agendum 12)

Received The proposed annual financial return to HEFCE for the years 2002/3 to 2006/7, together with a set of explanatory notes prepared by the Director of Finance.

The Director of Finance introduced the financial forecasts to HEFCE, highlighting a number of points about the figures: a deficit of approximately £1.7m was forecast for 2003/04 and Council's approval was sought of this proposal (Minute 70.1 below); and HEFCE had asked that the forecast for 2006/07 should not include the uplift in student fees announced in the recent White Paper on higher education. The purpose of the statement was to portray as accurately as possible to the Funding Council the magnitude of the financial difficulties that lay ahead and which would have to be tackled. It, in turn, would use this information, together with data from other institutions, in its discussions about the funding of the sector with the Department for Education and Skills.

Mr Walker observed that the future forecasts cast the current financial position in a dimmer light and underlined the need to achieve a considerable surplus at year end. It

was agreed that this comment would be included in the commentary that the Departments of Finance and Planning would prepare to accompany the financial data.

- Resolved**
- (i) That the financial forecasts to the Higher Education Funding Council for England be approved.
 - (ii) That the Director of Finance, in preparing the accompanying commentary, should take into account the point set out above.

70 Strategic plans and budgets

70.1 Budgets, 2003-2004 (Agendum 13.1)

Received A report setting out the proposed budgetary allocations for 2003/04.

The Vice-Chancellor introduced the background to the proposals and the discussions of the Senior Management Group (SMG) whose view had been that it was necessary to invest in a number of 'key brands' – areas of activity described in his presentation before the meeting. In order to be able to create the headroom to do this while running the day-to-day business of the University, a deficit budget would be unavoidable. The matter had been debated at length by the Policy and Resources Committee. While a consensus view had been reached that the proposal should be supported, there had been a number of dissenting opinions.

In presenting the proposed budgetary allocations, the Director of Finance drew attention to an amendment to Annex C, column Z under the School of Biological Sciences: the deficit amount of £200k should read break-even. This change would affect the total net result, reducing the deficit to £1.558m. He explained the basis for the calculations in Annex A and highlighted two particular items which had increased the level of expenditure, namely the end of the pension fund contributions 'holiday' (£1.7m) and the uplift in the insurance premiums by approximately £450k. The amount which was available for distribution to Schools was £72.3m. How this money would be allocated to Schools in line with the Strategic Resource Allocation Model was set out in Annex C. These amounts had been adjusted further to reflect additional funding from the Strategic Development Fund and other financial support, provided by the individual Schools from other income flows. From an examination of the Schools' strategic plans, the SMG had concluded that the means were not available to fund all of the initiatives put forward for consideration but, that in order to provide for some key investment to improve the University's income and performance in future years, a deficit budget would have to be proposed. The intention would be to move away from a deficit position in the following year.

Commenting on the figures, Professor Hamlin said that they were not indicative of the long-term position. They were the result of running the new resource allocation model which for the first time distributed funding directly to Schools and also highlighted precisely where deficits were being sustained. With this information, action could be taken directly to address the financial problems more effectively than previously.

In discussing the proposals, members raised a number of points:

- The total amount requested through the strategic planning process had amounted to £9m.
- The level of funding required to introduce the new organizational structure was small compared with what was proposed for strategic investment.
- Some Schools would find it difficult to recover from the financial position proposed for next year.
- Stringent budgetary action had been required in order to keep the proposed deficit budget at well under one per cent of annual turn-over.
- The figures underlined the fragility of the financial position of the institution and, by extrapolation, of the sector as a whole. Surpluses should be built up to cushion the effect of external factors, such as the increase in insurance premiums.

The Vice-Chair of Council reiterated the view that he had expressed to the Policy and Resources Committee that it was not appropriate to run a deficit and that any investments made in strategic initiatives should be financed by the reduction of expenditure in other areas. Professor Wheeler emphasized the possible consequences attached to the failure to invest in academic activities and referred to the Corporate Risk Register which listed the loss of key research staff as a potential risk to the University. That risk would be high if the budget proposals were revised to arrive at a break-even position at year end.

Dr Read asked whether the financial outlook for the following year, 2004/05, was more optimistic. He would be extremely concerned if Council were to be presented with proposals to run a further deficit. The Vice-Chancellor responded that the intention was to return to surplus. He did not underestimate the difficulty of achieving this. He reminded Council that changes to any academic activity had to be planned over the longer term because of the length of programmes of study. He acknowledged that the discussion of the proposals would have been helped if it had been possible to produce financial projections for the following five years which included the contribution of higher tuition fees to the University's economy and the detail of the Finance Strategy which had not yet been finalized. The Vice-Chancellor reassured Council that it was his intention and that of the senior officers of the University to present budgetary proposals for the year 2004/05 which did not seek to set a deficit. On this basis, members approved the budgetary allocations and financial targets in the paper.

Resolved That the budgetary allocations and financial targets in the paper dated 24 June 2003 be approved.

70.2 **Strategic Planning, 2003-2008** (Agendum 13.2)

Received A report on the strategic planning round and planning period 2003-2008.

The Vice-Chancellor presented the paper and the decisions taken by the Policy and Resources Committee.

Resolved That the decisions taken by the Policy and Resources Committee be noted and endorsed.

71 **Corporate Strategy update**

The Vice-Chancellor outlined the timetable for further work on the Corporate Strategy, particularly the development of the Input Strategies over the period July to September 2003. He said that it was unlikely that the Finance and the Estate Strategies would be ready in time for the Special Meeting of Council, scheduled to take place on 24 September 2003; they would be presented instead to the meeting in December.

Resolved That the developments in respect of the Corporate Strategy be noted.

72 **The realization of the Vision: University governance and related matters**
(Agendum 15)

Received A report which set out the amendments required to the University's Instruments of Government.

The Secretary and Registrar presented the report, summarizing the background to the amendments which were required to the Instruments of Government owing to the re-organization of the University. The Senate had received the report at its meeting on 30 June 2003 and had approved the proposed amendments to the Charter and Statutes, and to the Ordinances. He drew attention to Annex B, Section 6, subsection 1: the period of office of lay officers of Council should read six years rather than nine years. Members would be invited to consider the second reading of the amendments to the Charter and Statutes at the Special Meeting of Council on 24 September 2003.

In response to query about the definition of 'personal property' which appeared in the Charter under Article 14, clause t, the Secretary and Registrar explained that it referred to property that had been gifted to the University.

- Resolved**
- (i) That the proposed amendments to the Charter and Statutes be approved as set out in the report under Annexes A and B, and subject to the minor revision set out above.
 - (ii) That, pending Privy Council approval of the relevant Statutes, the membership of Senate continue, so far as possible, to be governed by the existing provisions of Statute and Ordinance.
 - (iii) That authority be delegated to the Vice-Chancellor on behalf of Senate, and to the Chair of Council on behalf of Council, to take action as follows, on the advice of the Chair of the Change Management Group and the Secretary and Registrar:

- To approve the necessary changes to the central committee structure of the University.
- To make the initial appointment of members of committees.
- To approve the necessary revisions of the appropriate Regulations and policy documents.

(Post-meeting note: The report presented to Council was incomplete; inadvertently, Annex C, which contained the changes to the Ordinances, had not been attached to the document. It will be presented to Council at the Special Meeting.)

73 PRC and the committee structure in the new University (Agendum 15)

Received A paper on the committee structures to be put in place under the new organizational set-up.

The Secretary and Registrar presented the proposed outline for the committee structure, at the centre of which was an alternative model for the Policy and Resources Committee (PRC). The model proposed to Council sought to achieve a more streamlined body whose members were drawn from an appropriate cross-section of the University. The Secretary and Registrar suggested an amendment to the model which would allow for two Heads of School rather than one because it had been felt, on reflection, that the views and perspective on policy matters of the Heads of School would thus be strengthened. This would give a formal membership of 16. Members endorsed the proposal.

Mr Walker referred to section 3.1 of the report – the outline terms of reference of the different committees – and suggested that 'monitoring of performance' should be added to PRC's list of functions.

Resolved That the alternative model for the Policy and Resources Committee in the paper, subject to the one amendment above, be adopted from 1 August 2003.

74 Recommendations on the effectiveness of Council: an update on implementation (Agendum 16)

Received A progress report on the implementation of the recommendations on the effectiveness of Council.

The Secretary and Registrar introduced the report, explaining the progress that had been made in implementing the recommendations brought forward by the Working Group.

- Resolved**
- (i) That the proposal that photographs of members of Council should appear on the University's website be approved.
 - (ii) That the new timetable for meetings of Council be adopted with effect from the start of the academic year 2003/04.

- (iii) That the proposal to hold the next review of Council effectiveness in 2005 be approved.

75 **Report from meeting of Senate held on 30 June 2003** (Agendum 20)

Received The report of the meeting of Senate held on 30 June 2003.

The Vice-Chancellor drew attention to the honours and distinctions awarded to members of staff of the University.

Resolved That the honours and distinctions reported by Senate be noted with pleasure.

76 **Reports from meetings of Policy and Resources Committee**

76.1 **14 May 2003** (Agendum 21.1)

Received The report of the meeting of the Policy and Resources Committee held on 14 May 2003.

- Resolved**
- (i) That the additional borrowing of £7m to underwrite the general Capital Programme be approved.
 - (ii) That the Management Information Policy be adopted.
 - (iii) That the Risk Management Policy be adopted.
 - (iv) That the other items in the report from Policy and Resources Committee be noted and endorsed.

76.2 **11 June 2003** (Agendum 21.2)

Received The report of the meeting of the Policy and Resources Committee held on 11 June 2003.

The Vice-Chancellor highlighted the first Item of the report on the Strategic Performance Review of the School of Management. In the main, the School had responded positively to recommendations brought forward by the Committee.

Resolved That the report from, and the decisions taken by, the Policy and Resources Committee be noted and endorsed.

76.3 **2 July 2003** (Agendum 21.3)

Received The report of the meeting of the Policy and Resources Committee held on 2 July 2003.

The Secretary and Registrar stated that there would be further minor amendments to make to the Safety Policy and they would be introduced in due course.

Resolved (i) That the revised Safety Policy be approved.

(ii) That the remaining items in report from the Policy and Resources Committee be noted and endorsed.

77 **Report from the meeting of Standing Committee of Council held on 11 June 2003**
(Agendum 22)

Received The report of the meeting of Standing Committee of Council held on 11 June 2003.

Resolved That the report from, and the decisions taken by, Standing Committee of Council be noted and endorsed.

78 **Report from the meeting of Nominations Committee held on 2 July 2003**
(Agendum 23)

Received The report of the meeting of the Nominations Committee held on 2 July 2003.

Referring to the nomination of Professor Holdaway, Dame Yvonne said that he was the current Chair of the University of Southampton Society.

Resolved (i) That Ms Bridget Barker be appointed to Council Class 2 for three years from 1 August 2003.

(ii) That Professor Richard Holdaway FREng be appointed to Council Class 2 for three years from 1 August 2003.

79 **Race Equality Policy and action plan** (Agendum 26)

Received A report from the Director of Human Resources on the Race Equality Policy and an accompanying action plan.

The Director of Human Resources presented the report, explaining that feedback was still awaited from the Equality Challenge Unit on the content of the University's Race Equality Policy.

Resolved (i) That the Race Equality Policy and action plan be endorsed.

(ii) That Mr Purkiss be nominated to chair the Review Group.

80 **Annual Report on the activities of the Centre for Enterprise and Innovation**
(Agendum 27)

Received The Annual Report on the activities of the Centre for Enterprise and Innovation for the academic year 2002/03.

Professor Gregson said that this was the first Annual Report from the Centre for Enterprise and Innovation. He hoped that members, particularly the lay members,

would convey to others outside the University the achievements of the Centre and its success in developing the technology transfer agenda.

Resolved That the Annual Report from the Centre for Enterprise and Innovation be noted.

81 **Code of Practice to Ensure Freedom of Speech** (Agendum 28)

Received The Annual Report from the Secretary and Registrar on the operation of the Code of Practice to Ensure Freedom of Speech within the law.

The Secretary and Registrar reported that he had resumed the responsibilities of the Responsible Officer under the Code on the departure from the University of the Director of Corporate Services.

Resolved That the report be noted.

82 **Students' Union: review of Code of Practice** (Agendum 29)

Received The Annual Report from the Acting Academic Registrar on the operation of the Code of Practice which governed the way in which the requirements of the Education Act, 1994 in respect of Students' Unions were met.

The Acting Academic Registrar, Mr Smears, presented the report, drawing attention to section 6 which described the action he had taken in connection with a complaint that had been lodged. The matter had been resolved satisfactorily.

Resolved That the report be noted.

83 **Dates of main committee meetings during 2003/04** (Agendum 30)

Received An extract from the University *Almanac*, listing the dates of the main committee meetings during the academic year 2003/04.

Resolved That the dates of the main committee meetings for the academic year 2003/04 be noted.

84 **Valediction**

On behalf of Council, Dame Yvonne thanked the following members who would reach the end of their term of office at the end of July 2003 for their contributions to the work of the governing body:

Mr Godfrey Whitehead, Treasurer, who was standing down after six years in office. Dame Yvonne commended him for the commitment he had shown to the role of Treasurer; and

Sir David Cooksey and Ms Kiki Maurey, who, unfortunately, had not been able to attend their last meeting of the Council.

Restricted agenda

85 Minutes (restricted) of meeting held on 3 April 2003

Resolved That the Minutes (restricted) of the meeting held on 3 April 2003 be approved and signed.

86 Matters arising

There were no matters arising.

87 The Vice-Chancellor's report

The Vice-Chancellor reported that there were no matters he wished to raise.

88 Report (restricted) from meeting of Senate held on 30 June 2003 (Agendum 41)

Received The report (restricted) of the meeting of Senate held on 30 June 2003.

The Vice-Chancellor drew attention to a spelling mistake in Annex 2 to the report: 'Dr Nillson' should read 'Dr Nilsson'.

In addition to the appointments listed, the Vice-Chancellor reported that he had granted exceptional permission for Professor Katharine Crouan to continue to use her professorial title –Professor of Art – after her resignation from the University.

Resolved (i) That the following senior appointments, effective from the date shown, be noted with pleasure:

Professor E Chell	Director, Institute for Entrepreneurship (1.7.03)
Professor J Shaw-Taylor	Chair of Adaptive Systems (1.9.03)
Dr P Sunley	Chair of Human Geography (1.9.03)

(ii) That, on the recommendation of the Academic and Research Staff Committee, the title and status of Professor be conferred upon the following with effect from 1 July 2003:

Dr C Banks	Civil and Environmental Engineering
Dr R Damper	Electronics and Computer Science
Dr M Gore	Biochemistry and Molecular Biology
Dr A Ridley	Philosophy
Dr E J Milton	Geography
Dr D Mann	Infection, Inflammation and Repair Division, School of Medicine

- (iii) That, on the recommendation of the Academic and Research Staff Committee, the title and status of Reader be conferred upon the following with effect from 1 July 2003:

Dr W Brocklesby	Physics/Optoelectronics Research Centre
Dr J Nilsson	Optoelectronics Research Centre
Mrs J Powell	Social Work Studies
Dr C Fall	MRC Environmental Epidemiology
Dr M Lowe	Geography
Dr G Poppy	Biodiversity and Ecology Division, School of Biological Sciences
Dr W Liu	Mathematics
Dr G Taylor	School of Biological Sciences
Dr A Danopoulos	Chemistry

- (iv) That the title of Emeritus Professor be conferred upon the following, with effect from the date of their retirement from full-time service of the University:

Professor A F Bance	School of Modern Languages (German)
Professor R E Barnitt	School of Health Professions and Rehabilitation Sciences
Professor M J Dunwoody	School of Mathematics
Professor C L Morfey	Institute of Sound and Vibration Research
Professor D P Peacock	Archaeology
Professor S A Thorpe	School of Ocean and Earth Sciences
Professor R J Walker	School of Biological Sciences
Professor R O Weller	School of Medicine (Clinical Neurosciences)

- (v) That the Vice-Chancellor's decision to grant exceptional permission for Professor Katharine Crouan to use the title of Professor of Art on her resignation from the University on 31 August 2003 be ratified.
- (vi) That the comments and information provided by Senate be noted.

89 **Report (restricted) from the meeting of Standing Committee of Council held on 11 June 2003** (Agendum 42)

Received A report (restricted) of the meeting of Standing Committee of Council held on 11 June 2003.

The Secretary and Registrar introduced the report, explaining that the reference to 'an attack' on a member of staff had been a verbal attack. He informed Council that Ms Mohtasham had filed for a judicial review of the Visitor's adjudication in her case. The University was currently seeking to recover costs of £10k that the Employment Tribunal had awarded against her.

Resolved That the decision taken by Standing Committee of Council to provide an indemnity of up to £100k to the publishers Frank Cass be noted and endorsed.

90 **Report from the Redundancy Committee for the Barcelona Centre** (Agendum 45)

Received A report from the Redundancy Committee, established in connection with the reduction of staff at the Barcelona Centre of the Winchester School of Art.

Professor Gregson summarized the background to the case, the key legal points and the decisions which the Committee had reached after lengthy deliberations. He underlined the fact that the Committee brought forward its recommendations with great regret.

Professor Gregson thanked all the members of the Committee for the exemplary way in which they had discharged their duties.

The Secretary and Registrar emphasized that, in view of the requirements of Spanish law, the details of the case were strictly confidential.

- Resolved**
- (i) That the academic staff at the Barcelona Centre be reduced by three.
 - (ii) That Ms Terstappen, Ms Milne and Ms Kelso be dismissed by reason of redundancy.
 - (iii) That the dismissals be effected using the 'fixed penalty' dismissal option in Spain.
 - (iv) That the Director of Human Resources should secure a meeting with the relevant independent Trade Unions to brief them on the circumstances soon after notices have been served on the named employees.

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The meeting finished at approximately 7.05 pm.

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